
Virginia's Nurse Practitioner Workforce: 2011-2013

Healthcare Workforce Data Center

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Virginia Department of Health Professions
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Healthcare Workforce Data Center

Overview

The Virginia Department of Health Profession's Healthcare Workforce Data Center (HWDC) collects and disseminates workforce information on Virginia's licensed healthcare practitioners. The 2007 report of the Governor's Health Reform Commission recommended that the HWDC be established within the Department of Health Professions (DHP) due to its existing repository of licensure information for over 80 professions. In the spring of 2008, HWDC was launched with Workforce Investment Act grant funding and continues with support from the Department and shared grant funding from the U.S. Health Resources Services Administration on behalf of the new Virginia Health Workforce Development Authority and other partner organizations.

With significant input and collaborative effort from key stakeholders and experts, HWDC has developed initial supply and demand forecasts for physicians and nurses, published results from existing physician and nursing workforce surveys originally developed by the Board of Medicine and Board of Nursing, updated and launched revised surveys as well as developed new workforce surveys as listed in the "Current Collection" in the HWDC Survey Timetable below.

HWDC Current Surveys

Assisted Living Facility Administrators	Licensed Clinical Social Workers	Pharmacy Technicians
Audiologists	Licensed Practical Nurses	Physical Therapists
Certified Nurse Aides	Licensed Professional Counselors	Physical Therapy Assistants
Clinical Psychologists	Medical Doctors	Physician Assistants
Dental Hygienists	Nurse Practitioners	Registered Nurses
Dentists	Nursing Home Administrators	Speech-Language Pathologists
Doctors of Osteopathy	Pharmacists	

The 2012 Nurse Practitioner Workforce Survey

Methodology

The Nurse Practitioner Workforce Survey is administered to Licensed Nurse Practitioners (NPs) through the Department of Health Professions online renewal process. In Virginia, Certified Registered Nurse Anesthetists and Certified Nurse Midwives are licensed as Nurse Practitioners and are included in this report. NPs renew their licenses every two years on their birth months, with those born in even years renewing in even years and those born in odd years renewing in odd years. This survey was available to NPs who renewed their licenses from June 2011 through May 2013, a two year period. Currently, HWDC surveys are only available to those renewing their licenses online. New Virginia licensees and those returning from a long absence did not have access to the online survey.¹ Additionally, paper renewals were available upon request. The survey was not offered to students or new applicants. The survey text is available in Appendix B.

Response Rates

Statistic	NPs
Renewals	6,475
Non-Renewals	665
New Issues	1,424
No Opportunity to Renew	732
Renewed	653
Did not Renew	39
Licensees, 2012 Renewal Cycle	7,872
Completed Surveys	5,230
Proportion of licensees who completed a survey.	66%
Response Rate, Renewing NPs	81%

Statistic	Non Respondents	Respondent	Response Rate (licensees)
By Age			
Under 35	153	89	37%
35 to 39	336	482	59%
40 to 44	359	560	61%
45 to 49	341	670	66%
50 to 54	286	648	69%
55 to 59	325	790	71%
60 to 64	348	871	72%
65 and over	494	1,120	69%
Total	2,642	5,230	66%
Issue Year			
2011	304	367	55%
2012	575	174	23%
2013	253	9	3%
Metro Status			
Metro	129	502	80%
Non-Metro	1,257	4,174	77%
Not in Virginia	1,255	552	31%

The survey's population is all NPs licensed in Virginia during the renewal cycle. From this population, we are particularly interested in those who worked or were available to work in Virginia: Virginia's Licensed Nurse Practitioner Workforce. Our sample is a convenience sample of licensed NPs who renewed their licenses and chose to renew online. This method, along with the voluntary efforts of NPs, resulted in an overall response rate among all renewing NPs of 81%.

Since NPs renew continuously on a biennial cycle many NPs newly licensed during the survey period had an opportunity to renew their licenses before the survey period ended. However, 732 attained new licenses too late in the survey period to have an opportunity to renew. NPs who did not renew their licenses also did not have access to the survey. Additionally, NPs are able to request paper renewals, which do not include a survey. Using administrative data in our licensee files, we are able to determine response rates based on age and the metro status of the NP's mailing address with the Department.

¹ Military personnel may renew within 60 days of returning from an overseas deployment, as long as renewal occurs within five years of license expiration. All others must renew licenses annually.

Virginia's Licensed Nurse Practitioners

Not all of Virginia's regulated practitioners live or work in the state. Out-of-state practitioners maintain licenses in-state for a variety of reasons. Those serving in the military or working for the federal government may choose to maintain a license, but they may do so in any state. NPs who provide Telehealth services to patients in Virginia must have a Virginia license. Practitioners may occasionally travel to Virginia to work, particularly those practicing in Virginia's border jurisdictions.

Approximately 77% of Virginia's NPs have a mailing address in Virginia. In addition, 12% percent have a mailing address in a state bordering Virginia (Kentucky, Maryland, North Carolina, Tennessee and West Virginia) or in the District of Columbia.

Respondents from Virginia's Workforce

Virginia's workforce consists of respondents who reported having at least one practice location and who identified at least one practice location in Virginia. Virginia's workforce also includes those who reside in Virginia and are not working, but who intend to return to practice at some point. Those familiar with federal data should note that this is a broader measure than the Bureau of Labor Statistics' civilian labor force which includes only those who are employed or those who are actively seeking work and excludes those in the military. Using these criteria, 4,328 of the 5,230 respondents are in Virginia's workforce.

Status	Respondents
Worked in Virginia	4,201
Not working, but plans to return to work in Virginia	127
Total	4,328

Estimate of Virginia's Workforce

To account for differences in response rates by key characteristics, this report uses weighted estimates. The HWDC assigns a weight to each response based on the overall response rate of NPs based on the age of the respondent in five year categories and the rural status of the respondent's mailing address.

For the latter, the HWDC uses a measure of rurality developed by the US Department of Agriculture known as the Rural-Urban Continuum Code. More information on these codes is available on the USDA website here: <http://www.ers.usda.gov/Briefing/Rurality/RuralUrbCon/>. Response rates may

vary on other important characteristics such as race/ethnicity, gender, specialty or worksite characteristics. However, the HWDC does not have population-wide data on these characteristics to generate response rates and weights. For information on weights, see Appendix A. Due to the rounding of weighted data in HWDC's statistical software, weighting may result in some minor anomalies in tables and other presented data (e.g., data may not add to totals in tables).

Status	Weighted Estimate
Worked in Virginia	5,889
Not currently working in Virginia, but plans to return to work in Virginia	167
Total	6,056

Using this methodology, we estimate that 6,056 NPs, out of 7,872 NPs who held a license during the survey period, participated in Virginia's Licensed Nurse Practitioner workforce during the survey period. This includes 5,889 NPs who worked in Virginia during the study period and 167 NPs who did not indicate working in Virginia during the study period, but who indicated plans to return to work in Virginia in the future.

Virginia's Licensed Nurse Practitioner Workforce

Demographics

Age & Gender

The median age of Virginia's NPs as of January 1, 2013 was 48. Among all NPs, 29% were under the age of 40. In addition, 32% were age 55 or over.

An overwhelming majority of Nurse Practitioners were female. Overall, women accounted for 88% of all NPs in the state, including 90% of NPs under the age of 40. Only 5% of NPs under age 35 are male. No respondents under age 30 were male.



Diversity

About 86% of NPs are non-Hispanic white, compared to 64% of Virginia's population. Other racial and ethnic groups are underrepresented compared to Virginia's population. NPs under age 40 are only slightly more diverse.

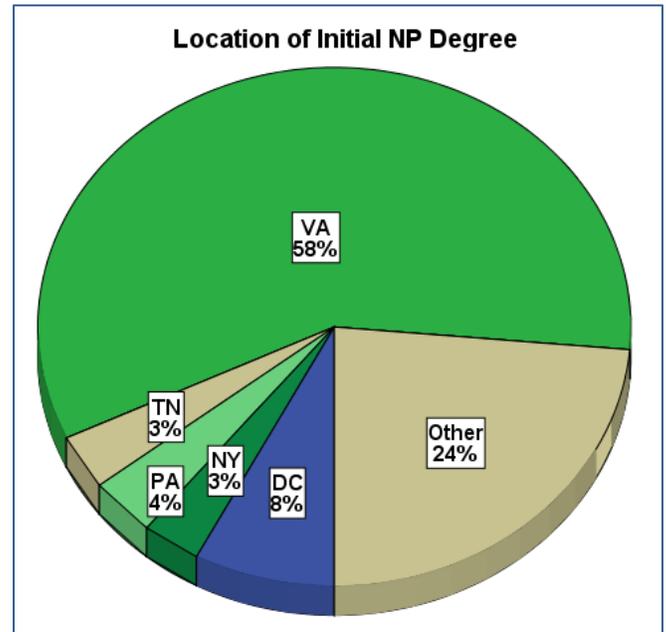
Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	64%	5,048	86%	1,346	83%
Black	19%	428	7%	132	8%
Asian	6%	193	3%	64	4%
Other Race	0%	55	1%	22	1%
Two or more races	2%	69	1%	22	1%
Hispanic	8%	109	2%	34	2%
Total	100%	5,901	100%	1,622	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Education

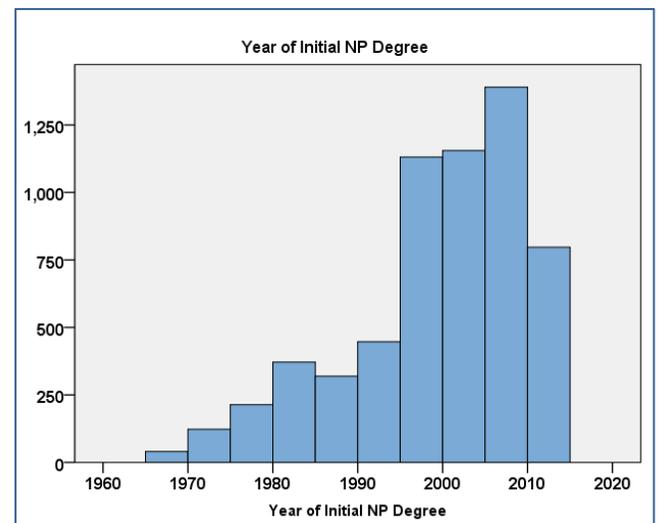
Location of Initial NP Degree

Almost 60% of Virginia's NPs earned their initial NP degree in Virginia. Nearly 19% earned their initial NP degree in a state bordering Virginia or in the District of Columbia. Outside of Virginia and its border jurisdictions, Pennsylvania and New York contributed the most NPs to Virginia's workforce.



Year of Initial NP Degree

Over half of NPs completed their initial NP degree since 2000, including more than 25% who completed their initial NP degrees since 2007. Almost 75% have completed their degrees since 1995.



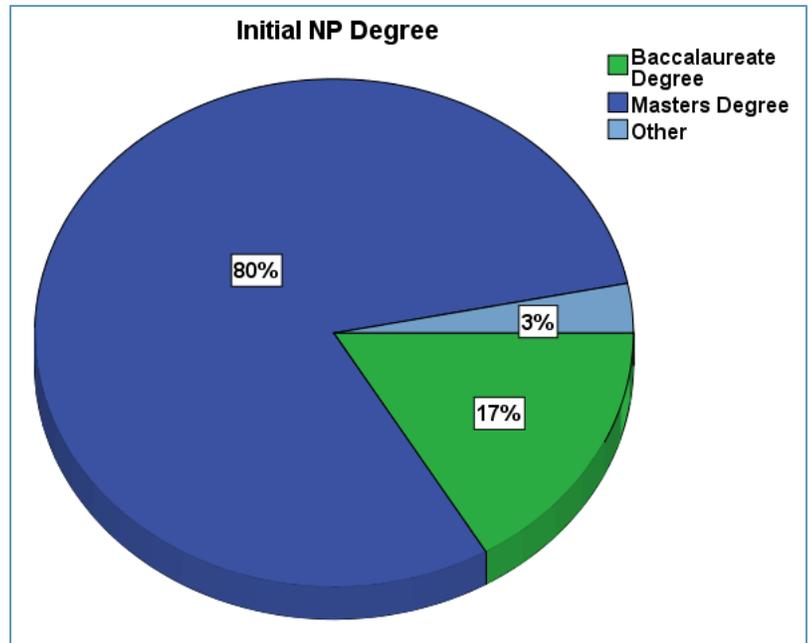
Age at Initial NP Degree

The typical NP in Virginia completed her initial NP degree at age 32. Half of NPs completed their initial NP degrees at a younger age and half while more advanced in their careers. Almost 20% of NPs completed their degree when they were age 40 or over. About a third completed their initial NP degree before reaching age 30.

Initial NP Degree

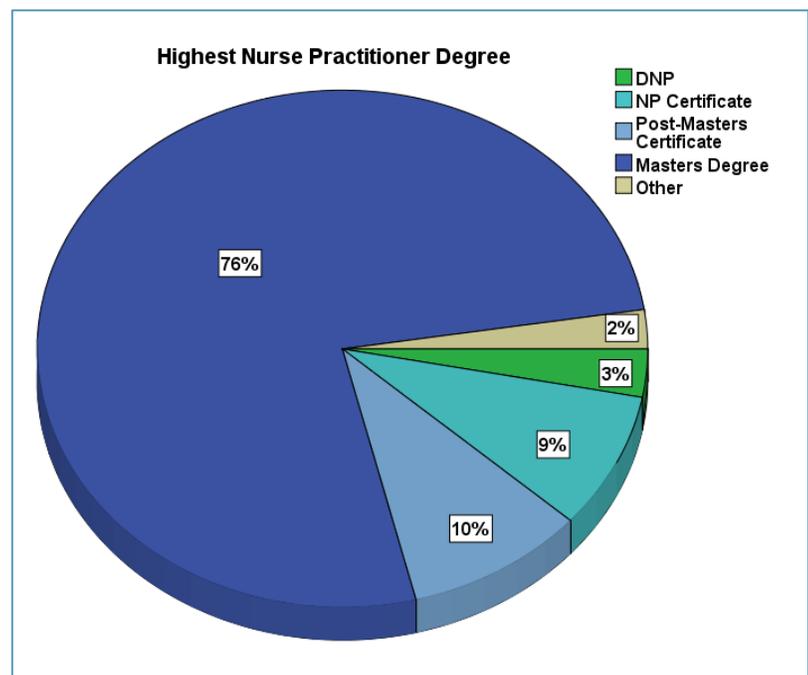
Currently, new NP licensees in Virginia must have a Master's degree. However, many NPs were initially licensed prior to this requirement taking effect and were grandfathered in.

When they initially attained their NP license, the greater majority of NPs had a Master's degree. Most of the remainder had a Baccalaureate degree. Only a small proportion had a Doctoral degree.



Highest NP Degree

Over 90% of NPs have attained a Master's degree or higher, including almost 3% who have attained a Doctorate. According to the HWDC estimates, 180 NPs have a DNP, 38 have a Doctorate in Nursing and 104 have another related Doctorate. An additional four have a Post Ph.D Certificate.



Specialties

NP Specialties		
Certification	#	%
Family	1,598	27%
CRNA	1,462	24%
Adult	482	8%
Pediatric	478	8%
Other	320	5%
OB/GYN – Women’s Health	310	5%
Acute Care	298	5%
Psychiatric and Mental Health	146	2%
Neonatal	142	2%
Certified Nurse Midwife	139	2%
Medicine (subspecialties)	123	2%
Surgical (subspecialties)	121	2%
Geriatric	102	2%
Emergency Room	79	1%
Gastroenterology	60	1%
Pain Management	27	0%
Occupational Health	27	0%
Public Health	24	0%
Organ Transplant	18	0%
Total	5,957	100%

About half of Virginia’s NPs are in a primary care specialty, including Family, Adult, Pediatric, Women’s Health and Geriatric Specialties. Over half of primary care NPs specialize in family. A quarter of NPs are Certified Registered Nurse Anesthetists.

Employment Characteristics

Current Work Status

Almost all of Virginia’s NPs are actively employed as NPs. Only 5% are employed outside of the NP profession, and 3% are not employed. Over three quarters of NPs are employed full time, including 74 percent who are employed full time in the NP profession. Just over 100 NPs, about 2%, are unemployed and seeking work as NPs.

Current Work Status		
Employment Status	Weighted Estimate	Percent
Actively employed as a NP		
Actively employed as a NP - full time	4,313	74%
Part time	844	15%
Per diem	120	2%
Volunteer only	65	1%
Actively employed, not as a NP		
Full time	248	4%
Part time	65	1%
Per diem	14	0%
Not Employed		
Seeking work as a NP	106	2%
Not seeking work as a NP	35	1%
Total	5,810	100%

Number of Work Locations

Number of Work Locations	Weighted Estimate	% of Cases
0	167	3%
1	4,306	74%
2	1,091	19%
3 or more	283	5%
Total	5,847	100%

In total, nearly three-quarters of Virginia’s NPs had one work location. Another 19% of NPs had two work locations, while only 5% had three or more work locations. Only three percent of NPs did not work as NPs during the survey period.

Distribution of Work Locations

A little over half of the primary work locations of Virginia’s NPs were in Central Virginia (including Charlottesville and Richmond) and Northern Virginia regions. An additional 20% were in Hampton Roads. Eastern Virginia had the lowest proportion of NP’s primary work locations. While relatively few NPs had a primary work location outside of Virginia, 10% indicated having a secondary location outside of Virginia.

Regions in this section refer to Council on Virginia’s Future Regions. For more information on NP distribution, see the maps section on page 13.

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,435	26%	263	20%
Eastern	76	1%	29	2%
Hampton Roads	1,073	20%	282	22%
Northern	1,462	27%	307	24%
Southside	167	3%	33	3%
Southwest	304	6%	99	8%
Valley	360	7%	65	5%
West Central	431	8%	100	8%
Virginia Border State/DC	52	1%	59	5%
Other US State	68	1%	46	4%
Outside of the US	3	0%	7	1%
Total	5,431	100%	1,290	100%
Item Missing	395		16	

Establishment Type

Over one third of Virginia’s NPs listed a hospital as their primary place of employment, including 16% who worked in an inpatient department. Slightly fewer than one third worked primarily in private practice, including 14% of NPs who worked primarily in solo practices and 1% of NPs who are owners or partners in a group practice.

The distribution of NPs among establishment types was similar among secondary work locations. However a notable number of NPs with secondary work locations worked in academia, free clinics, and long-term care in their second location.

Provider Characteristics

About 60% of NPs were Medicaid providers, and about 63% were Medicare providers. Of these providers, about 62% in each category have their own provider numbers. By contrast, only 35% were credentialed to be reimbursed by private insurers. Additionally, 60% of NPs had prescriptive authority.

Characteristic	#	% of NPs	Own Provider No.	% w/ own No.
Medicaid	3,622	60%	2,236	62%
Medicare	3,809	63%	2,360	62%
Private Insurance	2,121	35%	NA	NA
Prescriptive Authority	3,594	60%	NA	NA

Establishment Type	Primary Work Location		Secondary Work Location	
	Weighted Estimate	%	Weighted Estimate	%
Academia (Faculty Role)	117	2%	67	5%
Community Health Center	133	2%	19	2%
Consultant NP	28	1%	11	1%
Corporate	28	1%	14	1%
Corrections	24	0%	9	1%
Federally-funded health center or clinic	93	2%	19	2%
Free clinic - not federally funded	106	2%	52	4%
Group Practice	894	17%	125	10%
Group Practice - owner/partner	41	1%	9	1%
Hospital - emergency dept.	96	2%	38	3%
Hospital - inpatient dept.	852	16%	164	13%
Hospital - other	667	12%	158	13%
Hospital - outpatient dept.	450	8%	94	8%
Insurance company	17	0%	5	0%
Locum tenens	25	0%	11	1%
Mental health facility	60	1%	27	2%
Military / DoD facility	180	3%	13	1%
Nursing Home / Extended Care Facility	92	2%	46	4%
Occupational Health	39	1%	8	1%
Owner	13	0%	8	1%
Private Practice	745	14%	123	10%
Retail/Convenient Care Clinic	84	2%	28	2%
Rural Health Clinic	58	1%	11	1%
School Nurse K-12	6	0%	1	0%
Staff or group model HMO	4	0%	1	0%
State or local health department	63	1%	26	2%
Student Health	59	1%	14	1%
Urgent care clinic	62	1%	34	3%
Veterans administration facility	93	2%	2	0%
Other setting	215	4%	100	8%
Total	5,343	100%	1,238	100%
Did not have location	167		4,710	
Item Missing	546		108	

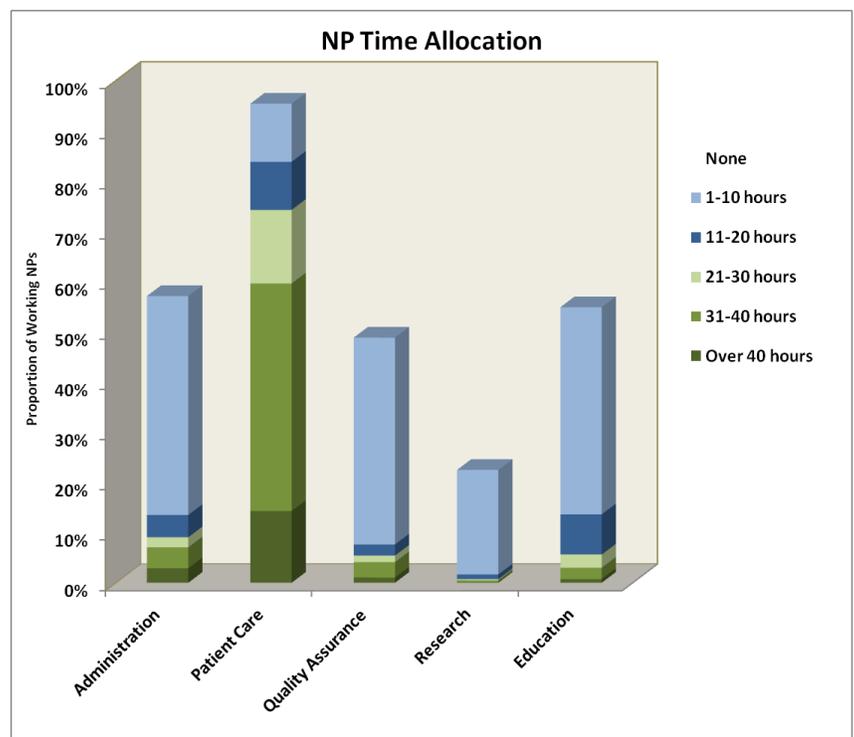
Location-Specific Work Hours

Almost two-thirds of NPs worked more than 35 hours per week at their primary work location, however only 52% of NPs spent more than 35 hours per week on patient care. Almost 75% of NPs spent at least some time on primary care, including 16% who spent 10 hours or fewer per week on primary care. Almost 90% of NPs with a secondary location worked 20 or fewer hours per week at their secondary location, including 69% who worked fewer than 10 hours per week at their secondary locations. A somewhat smaller proportion of NPs spent time on patient care at secondary locations than did at primary work locations, and only 60% spent any time at all on primary care.

Hours worked	Primary Location (Among those with location)				All Hours	Secondary Location (Among those with location)		
	Total work Hours	Patient Care Hours	Primary Care Hours	Specialty Care Hours		Patient Care Hours	Primary Care Hours	Specialty Care Hours
None	0%	2%	27%	24%	0%	12%	40%	32%
1-5 hours	2%	2%	9%	5%	38%	33%	27%	28%
6-10 hours	3%	5%	7%	5%	31%	28%	18%	20%
11-15 hours	2%	3%	3%	3%	9%	10%	6%	7%
16-20 hours	7%	8%	6%	7%	10%	9%	4%	5%
21-25 hours	5%	6%	4%	5%	3%	3%	1%	2%
26-30 hours	6%	8%	5%	6%	2%	1%	0%	1%
31-35 hours	10%	15%	9%	10%	2%	0%	0%	1%
36-40 hours	35%	35%	21%	25%	3%	3%	2%	3%
41-45 hours	19%	12%	5%	8%	0%	0%	0%	0%
46+ hours	11%	5%	3%	4%	0%	0%	0%	0%

Total Hours

NPs spend most of their time caring for patients. Relatively few spend more than 10 hours per week on other tasks.



Future Plans

Retirement Plans

Retirement Plans	Weighted Estimate	%
In the next 5 years	607	12%
In 6 - 10 years	824	16%
In 11- 15 years	866	17%
In 16 or more years	2,060	41%
Do not intend to retire	640	13%
Total	4,997	100%
Item Missing	1,060	

About 28% of NPs planned to retire within 10 years of the time they completed the survey, including 12% who planned to retire within 5 years. Over 40% planned to retire in more than 15 years, and 13% did not intend to retire at all.

Employment Plans

Employment Plans	Weighted Estimate	% of NPs
Move and work in another geographic location in Virginia	113	2%
Move and work out of state	212	4%
Cease working as a nurse practitioner	62	1%
Provide patient care at an increased level	656	11%
Provide patient care at a reduced level	136	2%
Move to a non-patient care position	34	1%

Most NPs planned to work in the same location and provide the same level of patient care at their current positions for the next two years. Nevertheless, a significant portion of NPs—11%—planned to increase the level of patient care they provided within the next two years.

Full-Time Equivalency Units (FTEs)

Economists and human resources professionals often refer to Full Time Equivalency units (or FTEs) when discussing labor market participation. Conceptually, an FTE represents one full time worker or one full time position. One FTE may be provided by two part-time workers or one full time worker. Alternatively, one worker with one full time job and one part time job may provide 1.5 FTEs. FTEs provide an easy way to compare labor or job supply while accounting for differing levels of work supplied by individuals.

FTEs are defined using a variety of methods. Human resources professionals (and employees) often think in terms of positions or jobs, with one full time position equivalent to one FTE and one part time position equivalent to 0.5 FTEs. Economists (and payroll professionals), however, often need more precise measures of hours worked. Economists often use, simply, hours worked. Using FTEs, however, provides a human scale for examining data and provides for easy benchmarking across data sources.

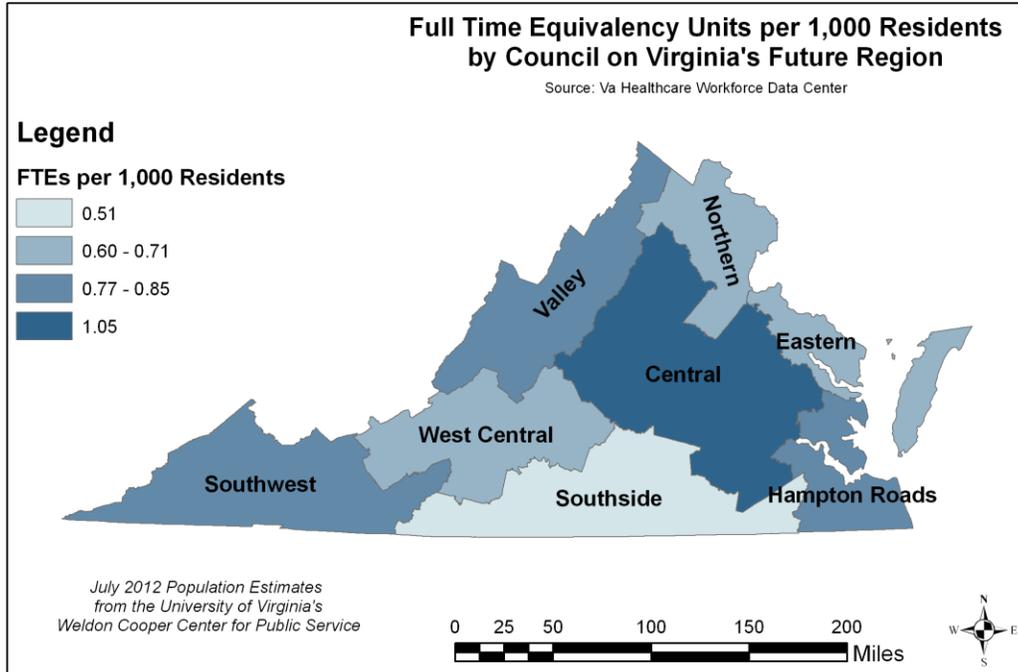
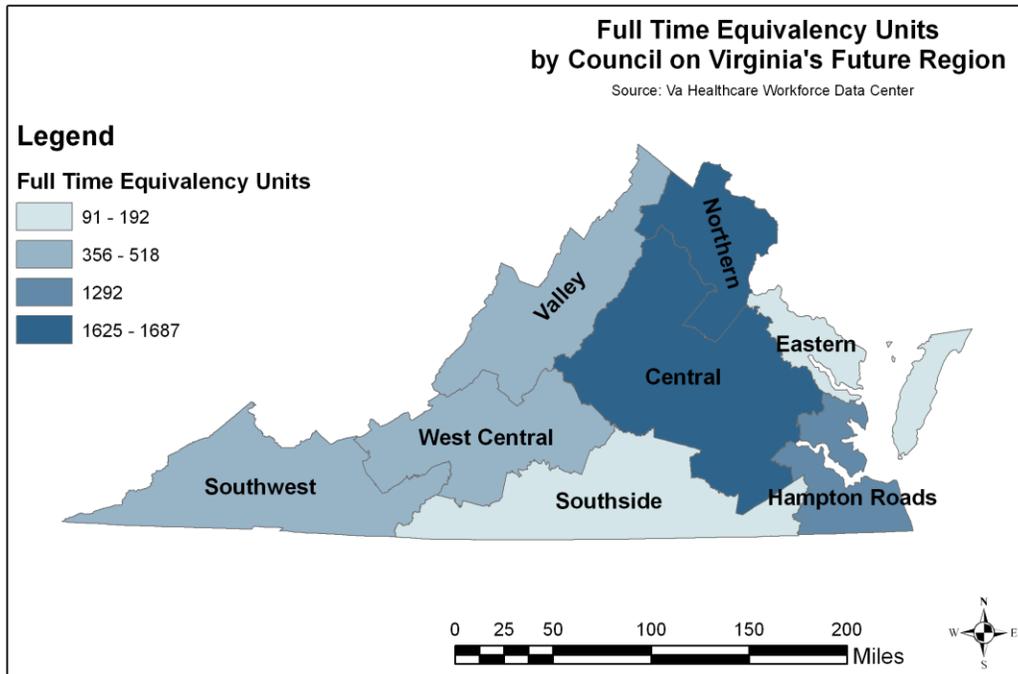
When using FTEs, readers are cautioned to look closely at how FTEs are defined. Does FTE refer to positions, or is it derived from hours worked (or some other measure of services provided, such as medications dispensed)? How many hours equates to one FTE? Unless defined equivalently, direct comparisons of FTEs require caution. In many cases, direct comparisons are not appropriate.

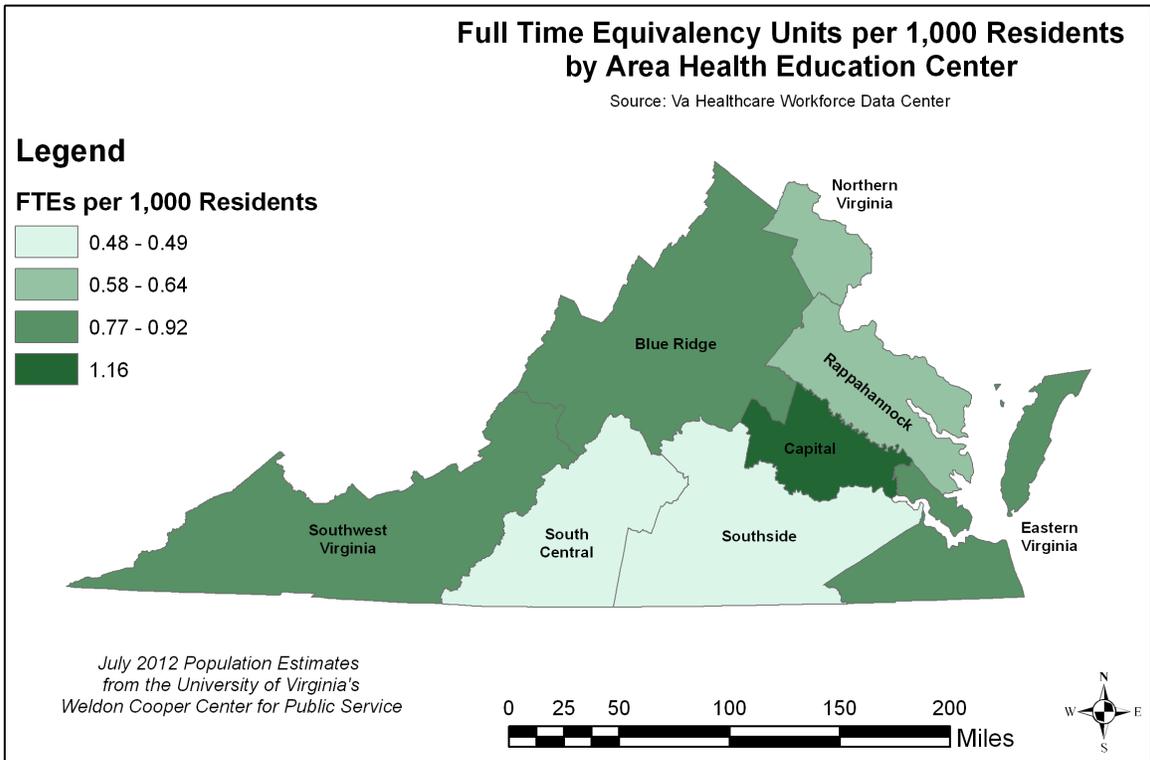
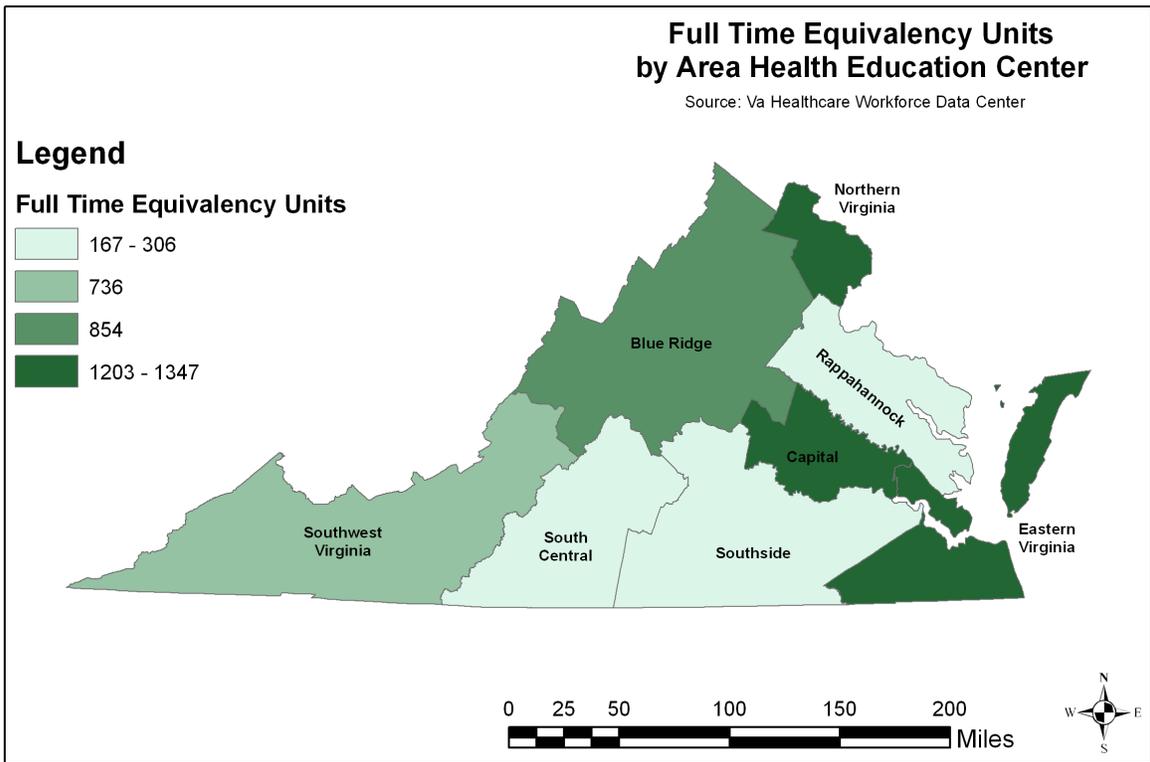
For this survey, respondents were asked to provide estimates for the numbers of hours worked at up to two separate locations. Answers were given in 5-hour intervals, from which the midpoint was used as the estimate for that respondent at that location. For those who indicated having a job but did not provide an estimate, the average hours worked for all respondents in the same age group and rural/urban status was imputed for that location. For each work location, FTEs were calculated by dividing the estimated hours by 33 hours—the level set by the NP advisory committee as full-time work for NPs. The sum of the FTEs for both work locations provides an estimate for the total number of FTEs provided by each respondent in the survey.²

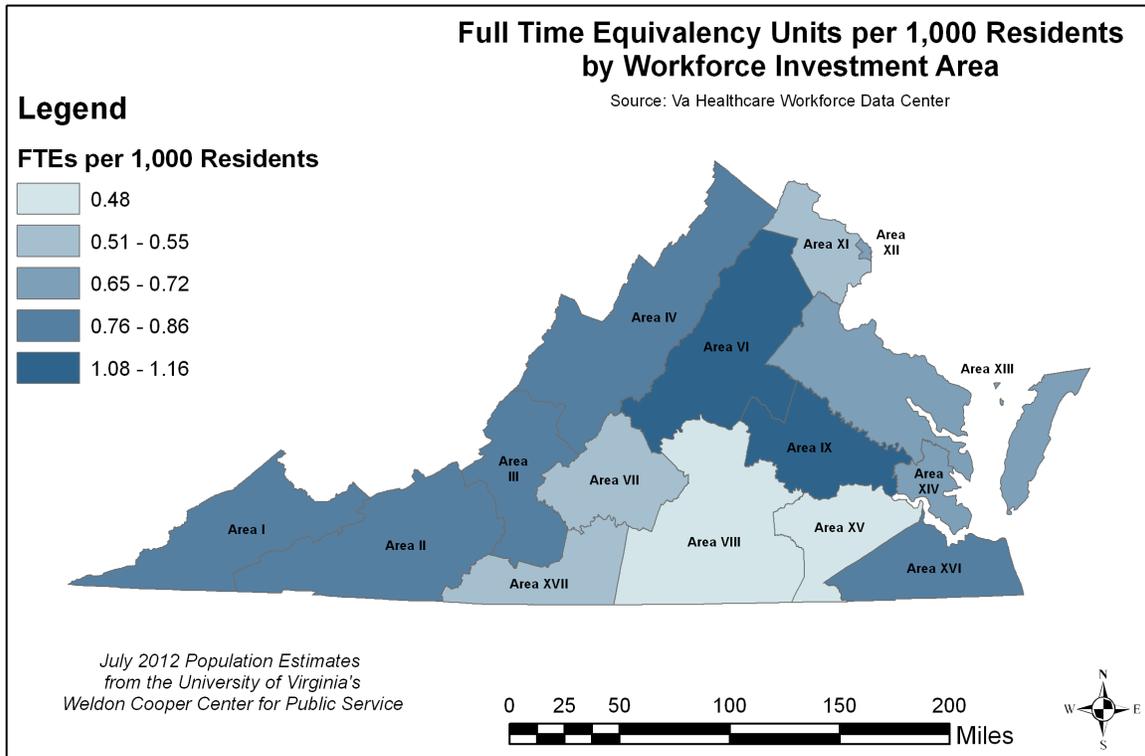
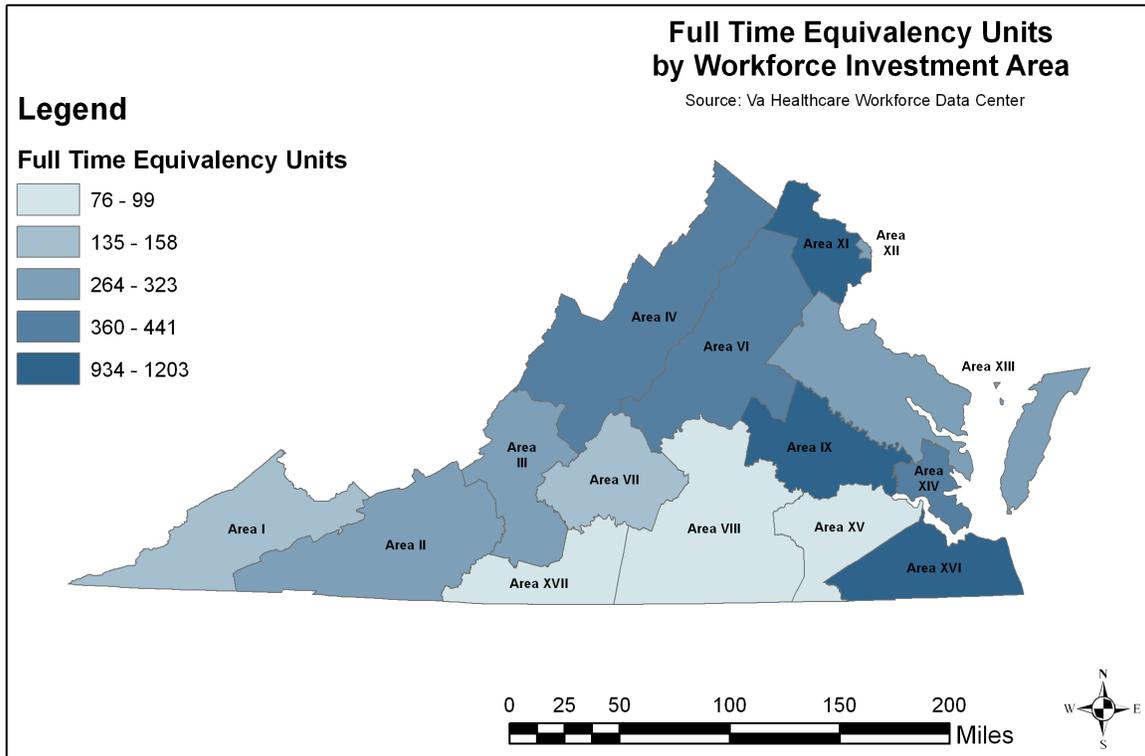
Age	Total FTEs	
	Mean	Sum
Under 30	1.18	221
30 to 34	1.12	733
35 to 39	1.15	819
40 to 44	1.11	831
45 to 49	1.15	783
50 to 54	1.16	937
55 to 59	1.18	1,007
60 and Over	1.06	1,105
Total	1.13	6,435

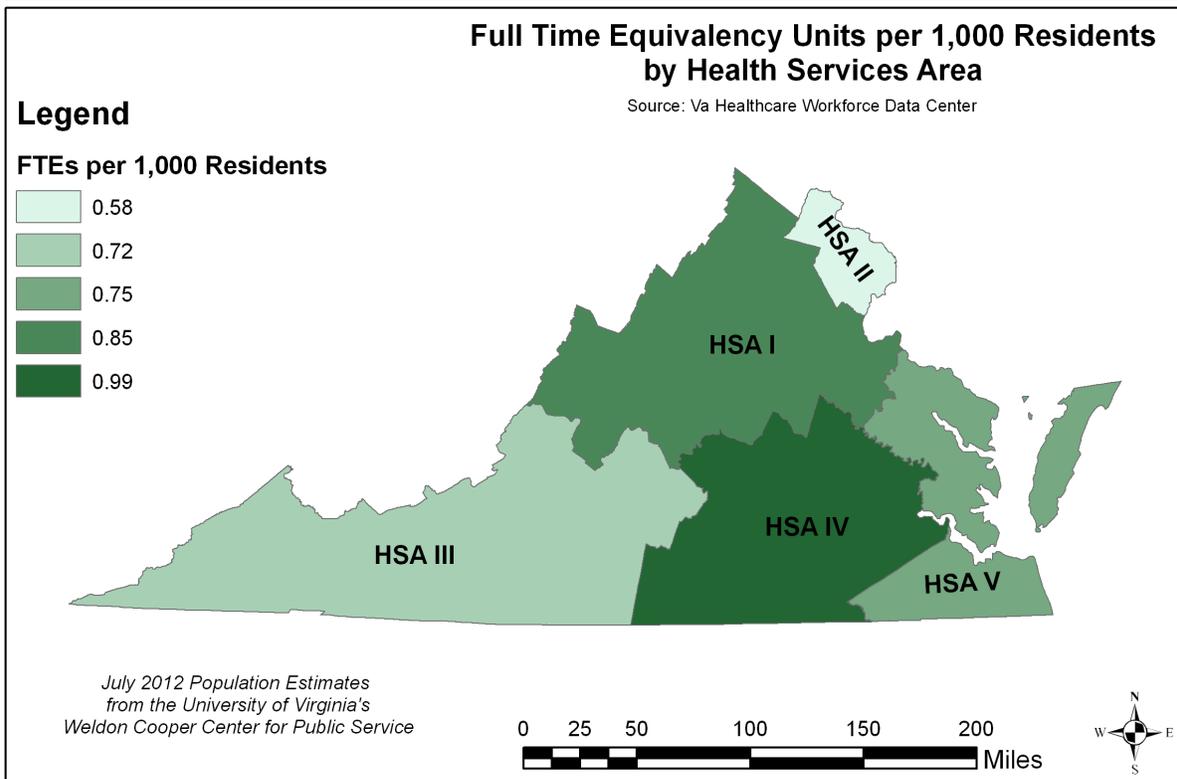
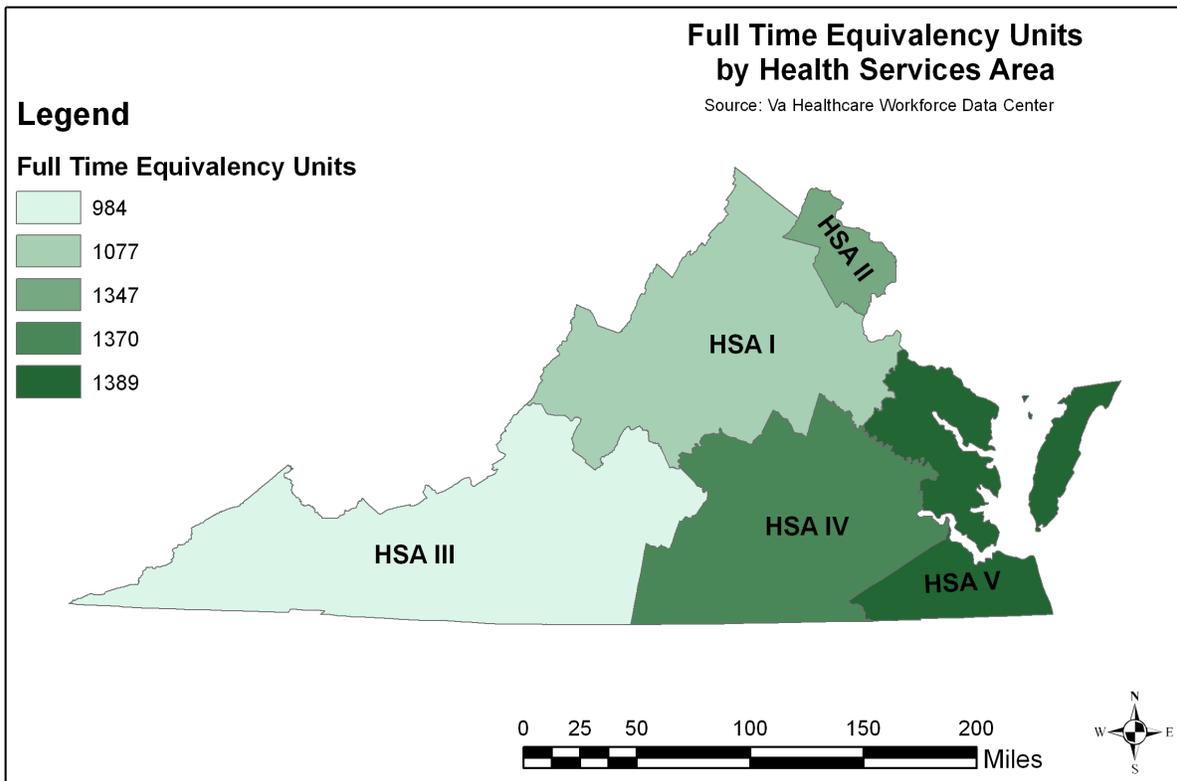
Using this methodology, it is estimated that Virginia’s NPs provided 6,435 FTEs across all primary and secondary work locations, which is equivalent to an average of 1.13 FTEs per NP. The typical (median) NP provided 1.15 FTEs, equivalent to a 38 hour work week. FTEs are reported for various regional divisions in Virginia in the following maps, which include both total FTEs and FTEs per 1,000 residents. If the respondent provided locality information for work locations, we used that information to distribute FTEs. Otherwise, we used the practitioners address on record with the Department of Health Professions.

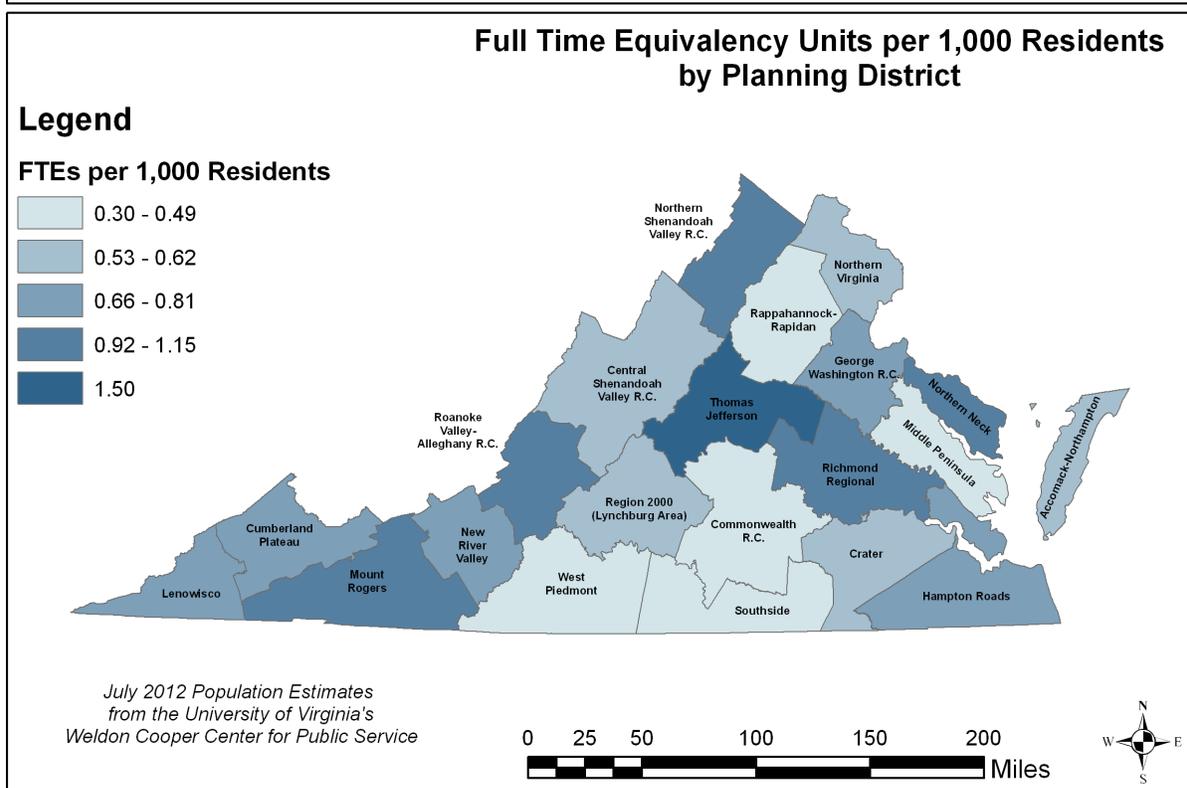
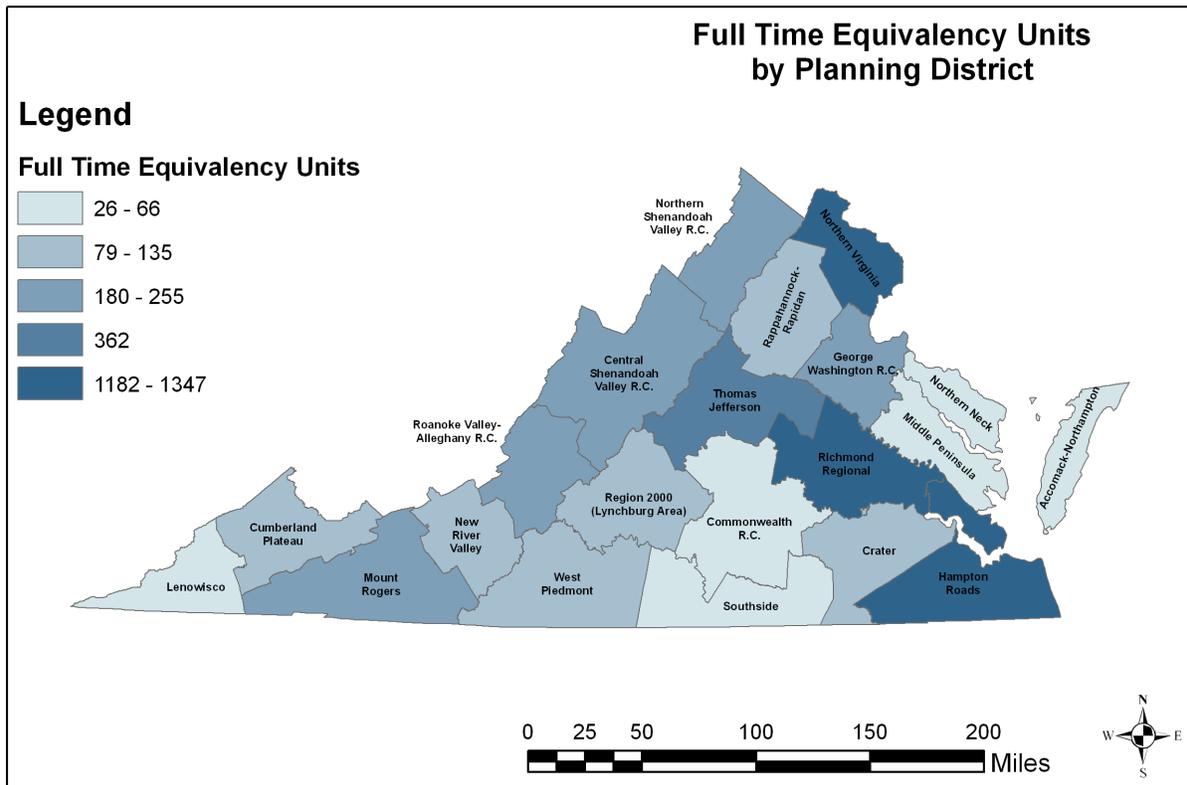
² The standard methodology adopted by the HWDC in 2013 uses a combination of weeks worked and average hours to estimate FTEs based on a 2,000 hour work year. Future NP surveys will use the standard methodology. Due to the biennial cycle NP renewals we were not able to adopt the standard methodology for this report.











Appendices

Appendix A: Weights

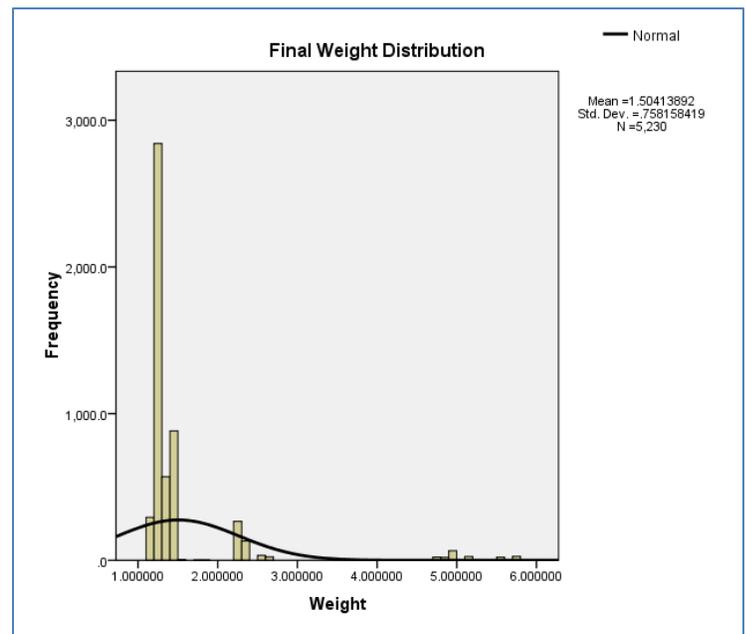
Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4273	0.770887	1.297207	1.206178	2.343426
Metro, 250,000 to 1 million	240	0.775	1.290323	1.199777	2.330989
Metro, 250,000 or less	918	0.755991	1.322767	1.229944	2.3896
Urban pop 20,000+, Metro adj	96	0.802083	1.246753	1.159265	2.25228
Urban pop 20,000+, nonadj	NA	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	254	0.818898	1.221154	1.135462	2.206035
Urban pop, 2,500-19,999, nonadj	126	0.738095	1.354839	1.259766	1.527603
Rural, Metro adj	71	0.802817	1.245614	1.158206	2.250222
Rural, nonadj	84	0.797619	1.253731	1.165753	1.413603
Virginia border state/DC	929	0.194833	5.132597	4.772427	5.787087
Other US State	878	0.422551	2.366577	2.200507	4.27526

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	242	36.78%	2.719101	2.206035	4.27526
30 to 34	818	58.92%	1.697095	1.376871	5.787087
35 to 39	919	60.94%	1.641071	1.331418	5.596045
40 to 44	1011	66.27%	1.508955	1.224231	5.14553
45 to 49	934	69.38%	1.441358	1.169389	4.915024
50 to 54	1115	70.85%	1.411392	1.145077	4.812841
55 to 59	1219	71.45%	1.399541	1.135462	4.772427
60 and Over	1614	69.39%	1.441071	1.169156	4.914046

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight}.$

Overall Response Rate: 0.664380



Appendix B: The 2011-2013 Nurse Practitioner Workforce Survey

	Question	Answer
1	Please select your sex.	<i>Dropdown</i>
		Male
		Female
2	Please select the menu item that best describes your ethnicity/race.	<i>Check all that apply (If possible, please make each box one variable)</i>
		White
		Black or African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Some other race
		Prefer not to respond
		<i>Check One</i>
		Hispanic, Latino or Spanish Origin
		Not Hispanic, Latino or Spanish Origin
		Prefer not to respond
2.a.	If some other race, please specify.	<i>Fill in the blank</i>
3	Where do you currently reside?	<i>Dropdown: Listing of States (Virginia on top, 2nd response)</i>
		<i>Include: <Outside of the US> in dropdown (1st Response)</i>
4	Where did you receive your NP training?	<i>Dropdown: Listing of States (Virginia on top, 2nd response)</i>
		<i>Include: <Outside of the US> in dropdown (1st Response)</i>
5	What was your level of nursing education when you were initially licensed as an NP?	<i>Dropdown: Select only one</i>
		No Graduate Degree (BSN/diploma)
		Masters
		Ph.D.
		DNP
		Other
		Do Not Recall
5.a.	In what year did you graduate from this program?	<i>Dropdown: List of years (1965-2011)</i>
		<i>Include: <Prefer not to respond> in dropdown (Last Response)</i>
6	Are you currently enrolled in a nursing education program leading to an advanced degree?	<i>Dropdown</i>
		Yes
		No

7	What is the highest NP certificate, diploma or degree you have received as of today (choose only the highest)?	<i>Dropdown</i>
		NP Certificate without graduate degree
		Masters Degree
		Post Masters Certificate
		Post Ph.D. Certificate
		DNP
		Ph.D.
		Doctorate in Nursing
7.a.	In what year did you graduate from this program?	<i>Dropdown: List of years (1965-2011)</i>
		<i>Include: <Prefer not to respond> in dropdown (Last Response)</i>
8	How long have you been in NP practice?	<i>Dropdown</i>
		less than 1 year
		1-5 years
		6-10 years
		11-15 years
		16-20 years
		more than 20 years
		Prefer not to respond
9	Please indicate your current primary area of clinical practice.	<i>Dropdown: Check only one</i>
		Certified Nurse Midwife
		Certified Registered Nurse Anesthetist
		Nurse Practitioner-Acute Care
		Nurse Practitioner-Adult
		Nurse Practitioner-Emergency Room
		Nurse Practitioner-Family
		Nurse Practitioner-Gastroenterology
		Nurse Practitioner-Geriatric
		Nurse Practitioner-Medicine (subspecialties)
		Nurse Practitioner-Neonatal
		Nurse Practitioner-OB/GYN - Womens Health
		Nurse Practitioner-Occupational Health
		Nurse Practitioner-Organ Transplant
		Nurse Practitioner-Pain Management
		Nurse Practitioner-Pediatric
		Nurse Practitioner-Psychiatric and Mental Health
		Nurse Practitioner-Public Health
		Nurse Practitioner-Surgical (subspecialties)
		Other
10	What is your current employment status?	<i>Dropdown</i>
		Actively employed as a NP - full time
		Actively employed as a NP - part time

		Actively employed as a NP - per diem
		Working as an NP only as a volunteer
		Actively employed in a role other than as a NP - full time
		Actively employed in a role other than as a NP - part time
		Actively employed in a role other than as a NP - per diem
		Unemployed - seeking work as a NP
		Unemployed - not seeking work as a NP
		Disabled
		Retired
		Prefer not to respond
If you answered Retired to the above question, please stop here. Thank you for your participation.		
11	If you are actively employed as an NP, what are your current total work hours per week?	<i>Dropdown</i>
		Full-Time (32 hours or more per week)
		Part-time (less than 32 hours per week)
		Inactive in NP practice
12	If you are actively employed as an NP, how many hours are devoted to NP clinical practice per week?	<i>Dropdown</i>
		Full-Time (32 hours or more per week)
		Part-time (less than 32 hours per week)
		Inactive in NP practice
13	If you are NOT actively employed as an NP, do you plan to return to NP clinical practice?	<i>Dropdown</i>
		Yes
		No
		Unknown at this time
13.a.	If yes, please indicate when.	<i>Dropdown</i>
		Within the next year
		Within 1-2 years
		Within 3-5 years
		More than 5 years
		I do not know when
14	Please provide the number of facilities where you have admitting privileges in Virginia.	<i>Dropdown:</i>
		0
		1
		2
		3
		4

		5 or more
15	Are you a Medicare provider?	<i>Dropdown</i>
		Yes
		No
15.a.	If yes, do you provide Medicare services under your own provider number?	<i>Dropdown</i>
		Yes
		No
16	Are you a Medicaid provider?	<i>Dropdown</i>
		Yes
		No
16.a.	If yes, do you provide Medicaid services under your own provider number?	<i>Dropdown</i>
		Yes
		No
17	Are you credentialed as a commercial insurance plan provider?	<i>Dropdown</i>
		Yes
		No
	If you are currently INACTIVE or RETIRED , please STOP Here. Thank you for your participation!	
	Practice Information	
18	What is the locality of your current primary place of employment (this is the location where you work the most hours in a week)?	<i>Dropdown:</i>
		<i>Outside of the US</i>
		<i>Virginia Border State/DC</i>
		<i>Other US State</i>
		<i>List of Virginia Cities and Counties</i>
		<i>Several localities (Traveling, Temporary, etc)</i>
19	List the average hours per week spent on site at your primary work location.	<i>drop down:</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>

20	List the average patient care hours each week at your primary work location. (Do not include on-call hours.)	drop down:
		None
		1-5 hours
		6-10 hours
		11-15 hours
		16-20 hours
		21-25 hours
		26-30 hours
		31-35 hours
		36-40 hours
		41-45 hours
		46+ hours
21	On average, at your primary work location, how many hours each week are spent on primary care ?	drop down:
		None
		1-5 hours
		6-10 hours
		11-15 hours
		16-20 hours
		21-25 hours
		26-30 hours
		31-35 hours
		36-40 hours
		41-45 hours
		46+ hours
22	On average, at your primary work location, how many hours each week do you see patients in your (non-primary care) specialty area ?	drop down:
		None
		1-5 hours
		6-10 hours
		11-15 hours
		16-20 hours
		21-25 hours
		26-30 hours
		31-35 hours
		36-40 hours
		41-45 hours
		46+ hours
23	Type of patient care practice setting at your primary work location.	Dropdown:
		Academia (Faculty Role)
		Community Health Center
		Consultant NP
		Corporate
		Corrections
		Federally-funded health center or clinic
		Free clinic - not federally funded

		41-45 hours
		46+ hours
27	List the average patient care hours each week at your secondary work location. (Do not include on-call hours.)	drop down:
		None
		1-5 hours
		6-10 hours
		11-15 hours
		16-20 hours
		21-25 hours
		26-30 hours
		31-35 hours
		36-40 hours
		41-45 hours
		46+ hours
28	On average, at your secondary work location, how many hours each week are spent on primary care ?	drop down:
		None
		1-5 hours
		6-10 hours
		11-15 hours
		16-20 hours
		21-25 hours
		26-30 hours
		31-35 hours
		36-40 hours
		41-45 hours
		46+ hours
29	On average, at your secondary work location, how many hours each week do you see patients in your (non-primary care) specialty area ?	drop down:
		None
		1-5 hours
		6-10 hours
		11-15 hours
		16-20 hours
		21-25 hours
		26-30 hours
		31-35 hours
		36-40 hours
		41-45 hours
		46+ hours
30	Type of patient care practice setting at secondary work location.	Dropdown:
		Academia (Faculty Role)
		Community Health Center
		Consultant NP
		Corporate

		Corrections
		Federally-funded health center or clinic
		Free clinic - not federally funded
		Group Practice
		Group Practice - owner/partner
		Hospital - emergency dept.
		Hospital - inpatient dept.
		Hospital - other
		Hospital - outpatient dept.
		Insurance company
		Locum tenens
		Mental health facility
		Military / DoD facility
		Nursing Home / Extended Care Facility
		Occupational Health
		Owner
		Private Practice
		Retail/Convenient Care Clinic
		Rural Health Clinic
		School Nurse K-12
		Staff or group model HMO
		State or local health department
		Student Health
		Urgent care clinic
		Veterans administration facility
		Other setting
30.a.	Other setting	<i>Fill in the blank</i>
	If you have only two practice locations, go to Question #33.	
31	What is the location of your additional work location .	<i>Dropdown:</i>
		<i>Outside of the US</i>
		<i>Virginia Border State/DC</i>
		<i>Other US State</i>
		<i>List of Virginia Cities and Counties</i>
		<i>Several localities</i>
32	List the average hours per week spent on site at all additional work locations .	<i>drop down:</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>

33	In your combined work locations , please indicate the typical number of hours per week you spend in each of the following activities: (Enter a value of zero when appropriate.)	
33.a.	Administrative	<i>drop down:</i>
		<i>0 hours</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>
33.b.	Patient Care	<i>drop down:</i>
		<i>0 hours</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>
33.c.	Quality Assurance	<i>drop down:</i>
		<i>0 hours</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>
33.d.	Research	<i>drop down:</i>
		<i>0 hours</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>

		26-30 hours
		31-35 hours
		36-40 hours
		41-45 hours
		46+ hours
33.e.	Teaching	drop down:
		0 hours
		1-5 hours
		6-10 hours
		11-15 hours
		16-20 hours
		21-25 hours
		26-30 hours
		31-35 hours
		36-40 hours
		41-45 hours
		46+ hours
33.f.	Volunteer	drop down:
		0 hours
		1-5 hours
		6-10 hours
		11-15 hours
		16-20 hours
		21-25 hours
		26-30 hours
		31-35 hours
		36-40 hours
		41-45 hours
		46+ hours
33.g.	Other	drop down:
		0 hours
		1-5 hours
		6-10 hours
		11-15 hours
		16-20 hours
		21-25 hours
		26-30 hours
		31-35 hours
		36-40 hours
		41-45 hours
		46+ hours
34	Do you have prescriptive authority?	Dropdown
		Yes
		No
35	Are you practicing as an active duty service member of the military and stationed in Virginia?	Dropdown

		Yes
		No
	If no, please go to question #38.	
35.a.	If yes, indicate the average number of military dependants that you see each week.	<i>Dropdown</i>
		0
		1-25
		26-50
		51-75
		76 or more
36	Indicate the average number that are dependents of military civilians?	<i>Dropdown</i>
		0
		1-25
		26-50
		51-75
		76 or more
37	How many active duty patients do you see each week?	<i>Dropdown</i>
		0
		1-25
		26-50
		51-75
		76 or more
38	In the next 24 months, do you plan to: (Choose one)	<i>Dropdown</i>
		Remain in your current geographic location in Virginia
		Move and work in another geographic location in Virginia
		Move and work out of state
		Cease working as a nurse practitioner
		Not currently working
39	In the next 24 months, do you plan to: (Choose one)	<i>Dropdown</i>
		Provide patient care at the same level
		Provide patient care at an increased level
		Provide patient care at a reduced level
		Move to a non-patient care position
		Retire from patient care
40	When do you think you might retire?	<i>Dropdown</i>
		In the next 5 years
		In 6 - 10 years
		In 11- 15 years
		In 16 or more years
		Do not intend to retire